

LAMPIRAN

Lampiran 1. Kuesioner Penelitian

KUESIONER PENELTIAN

Kepada Yth,

Bapak/Ibu responden

Di tempat

Dengan hormat,

Dalam rangka pengumpulan data yang diperlukan untuk memenuhi syarat tugas akhir, dengan ini peneliti memohon untuk ketersediaan Bapak/Ibu responden untuk mengisi kuesioner penelitian mengenai **“Pengaruh Persepsi Keadilan dalam Pemberian Bonus Tahunan terhadap Ukuran Kinerja Subjektif dan Pencapaian Target Bonus”**. Hasil dari kuesioner ini semata-mata hanya digunakan sebagai penyusunan tugas akhir program sarjana di Universitas Katholik Soegijapranata Semarang.

Peneliti memahami keterbatasan waktu yang dimiliki Bapak/Ibu responden. Namun peneliti berharap ketersediaan Bapak/Ibu untuk membantu penelitian ini dengan mengisi kuesioner ini secara lengkap.

Akhir kata peneliti mengucapkan banyak terima kasih atas ketersediaan Bapak/Ibu dalam meluangkan waktu untuk mengisi semua kuesioner ini.

A. Data demografi responden

*Petunjuk pengisian : 1. Silanglah untuk pertanyaan pilihan
2. Isilah untuk pertanyaan isian*

Nama :

Jenis Kelamin : ☐ Perempuan ☐ Laki-Laki

Lama Bekerja : ☐ 0-5 tahun

☐ 5-10 tahun

☐ >10 tahun

Jabatan : ☐ Manajer

Karyawan ☐

Penghasilan : ☐ < Rp 3.000.000,00

☐ Rp 3.000.000,- – Rp 5.000.000,-

☐ Rp 5.000.000,- – Rp 10.000.000,-

☐ Rp 10.000.000,-

Level Pendidikan : ☐ SMA / SMK

☐ 1

☐ 2

B. Pengukuran Kinerja Subjektif

Keterangan	STS	TS	N	S	SS
1. Jika saya memenuhi target keuangan pada 2019, saya mendapatkan bonus.					
2. Jika saya memenuhi target keuangan superior (hanya untuk responden yang bekerja pada unit bisnis), saya mendapatkan bonus.					
3. Jika saya memenuhi target non keuangan yang berkaitan dengan pelanggan pasar dan strategi, saya mendapatkan bonus.					
4. Jika saya memenuhi target non keuangan yang berkaitan dengan proses, saya mendapatkan bonus.					
5. Jika saya memenuhi target non keuangan yang berkaitan dengan kemampuan, saya mendapatkan bonus.					
6. Jika saya memenuhi target non keuangan yang berkaitan dengan keuangan dan investasi, saya mendapatkan bonus.					
7. Jika saya memenuhi target non keuangan yang berkaitan dengan pengendalian, pelaporan, dan manajemen IT, saya					

mendapatkan bonus.					
8. Jika saya memenuhi target non keuangan yang berkaitan dengan kerjasama dan manajemen HR, saya mendapatkan bonus.					
9. Jika saya memenuhi target non keuangan lainnya, saya mendapatkan bonus.					
10. Saya mendapatkan bonus berdasarkan penilaian prestasi secara subjektif.					
11. Saya mendapatkan bonus berdasarkan ketercapaian target lain.					

Ket: STS: Sangat Tidak Setuju, TS: Tidak Setuju, N: Netral, S: Setuju, SS: Sangat Setuju

C. Target Bonus

Jika kinerja Anda di tahun 2019 memenuhi semua target, berapa persen bonus tahunan 2019 yang akan Anda dapatkan berdasarkan target berikut?**Isilah dengan angka 10-100*

1. ____% Target keuangan.
2. ____% Target keuangan unit superior (hanya untuk responden yang bekerja pada unit bisnis).
3. ____% Target non keuangan berkaitan dengan pelanggan, pasar, dan strategi.
4. ____% Target non keuangan berkaitan dengan proses.

5. ____% Target non keuangan berkaitan dengan sustainability (kemampuan).
6. ____% Target non keuangan berkaitan dengan keuangan dan investasi.
7. ____% Target non keuangan berkaitan dengan pengendalian, pelaporan, dan manajemen IT.
8. ____% Target non keuangan berkaitan dengan kerjasama dan manajemen SDM /HR.
9. ____% Target non keuangan lainnya.
10. ____% Penilaian prestasi secara subjektif.
11. ____% Target lain.

Jika kinerja Anda di tahun 2019 memenuhi semua target diatas, kira-kira berapa bonus tahunan Anda di tahun 2019?**Isilah dengan nominal rupiah*

Rp _____

D. Keadilan Prosedural

Sejauh mana Anda setuju dengan pernyataan berikut tentang cara penentuan bonus 2019?

Keterangan	STS	TS	N	S	SS
1. Saya pikir cara penentuan bonus saya adil.					
2. Saya memiliki kepercayaan penuh pada sistem bonus yang ditentukan.					

3. Saya pikir kriteria yang digunakan untuk menentukan bonus saya adil.					
4. Saya sangat puas dengan cara penentuan bonus saya.					

Ket: STS: Sangat Tidak Setuju, TS: Tidak Setuju, N: Netral, S: Setuju, SS: Sangat Setuju

E. Keadilan Distributif

Sejauh mana Anda setuju dengan pernyataan berikut tentang jumlah bonus 2019?

Keterangan	STS	TS	N	S	SS
1. Saya pikir jumlah bonus yang saya terima pada 2019 adalah adil.					
2. Saya berpikir bahwa jumlah bonus yang saya terima pada 2019 cocok dengan apa yang saya layak dapatkan.					
3. Saya sangat puas dengan jumlah bonus yang saya terima pada tahun 2019.					

Ket: STS: Sangat Tidak Setuju, TS: Tidak Setuju, N: Netral, S: Setuju, SS: Sangat Setuju

Lampiran 2. Tabulasi Respon

No.	Nama	JK	mpat Beken	ena Beke	Jabatan	enghasil	el Pendi	PENGUKURAN KINERJA SUBJEKTIF											TARGET BONUS											KEADILAN PROSEDURAL					KEADILAN DISTRIBUTIF																
								1	2	3	4	5	6	7	8	9	10	11	SUM	AVR	1	2	3	4	5	6	7	8	9	10	11	SUM	AVR	1	2	3	4	5	6	7	8	9	10	11	SUM	AVR	1	2	3	4	5
1		Laki-laki	ar Amaril F	0-5 th	Karyawan	3jt-5jt	S1	5	5	1	1	5	1	1	1	5	1	27	2.5	5	1	4	4	1	5	4	4	4	4	4	37	3	5	5	5	5	20	5	5	5	5	15	5								
2		Laki-laki	ar Amaril F	5-10 th	Karyawan	5jt-10jt	S1	4	4	5	1	5	5	5	5	5	5	49	4.5	4	1	4	1	4	4	4	4	4	4	38	3	5	5	5	5	20	5	5	5	5	15	5									
3		Laki-laki	ar Amaril F	5-10 th	Manajer	5jt-10jt	S1	5	5	5	5	5	5	5	5	5	5	55	5	5	5	5	5	5	5	5	5	5	5	5	55	5	4	4	4	4	16	4	4	4	4	12	4								
4		Laki-laki	ssi Baja Ma	>10 th	Manajer	3jt-5jt	S1	5	5	5	4	4	4	4	4	1	1	41	3.7	1	1	5	5	1	1	4	1	4	1	26	2	4	4	5	5	16	4	4	4	3	4	11	3.7								
5	ay Hali	Laki-laki	ssi Baja Ma	5-10 th	Manajer	5jt-10jt	S1	5	5	5	5	5	5	5	5	5	5	55	5	3	3	3	3	3	3	3	3	3	3	33	3	5	5	5	5	20	5	5	5	5	15	5									
6		Perempuan	ssi Baja Ma	0-5 th	Karyawan	3jt-5jt	S1	5	1	5	1	5	1	1	1	5	1	27	2.5	5	1	4	1	4	1	1	1	1	1	5	1	25	2	5	5	5	5	20	5	5	5	5	15	5							
7		Laki-laki	gerah Cipt	5-10 th	Karyawan	5jt-10jt	S1	5	4	4	5	4	5	4	4	4	4	47	4.3	5	5	5	5	5	5	5	5	5	5	5	55	5	5	4	5	5	19	4.8	4	4	4	12	4								
8		Laki-laki	gerah Cipt	5-10 th	Karyawan	5jt-10jt	S1	5	1	1	5	1	5	5	1	1	1	31	2.8	5	1	1	5	5	1	5	5	5	1	2	32	3	4	3	3	3	13	3.3	3	3	3	9	3								
9		Laki-laki	gerah Cipt	5-10 th	Manajer	>10jt	S2	5	5	5	5	5	5	5	5	5	5	55	5	5	5	5	5	5	5	5	5	5	5	5	55	5	5	5	5	5	20	5	5	5	5	15	5								
10		Perempuan	oseri Engg	0-5 th	Karyawan	<3jt	S1	5	4	4	4	4	2	4	4	4	4	43	3.9	1	1	1	1	1	1	1	1	1	1	1	11	1	4	4	4	4	16	4	4	4	4	12	4								
11		Laki-laki	oseri Engg	0-5 th	Karyawan	3jt-5jt	SMA/SMK	1	1	1	5	5	1	1	1	1	5	1	23	2.1	1	1	1	3	3	1	1	1	1	5	1	19	2	5	5	5	5	20	5	5	5	5	15	5							
12		Laki-laki	oseri Engg	5-10 th	Manajer	5jt-10jt	S1	5	5	5	5	5	5	5	5	5	5	55	5	5	5	5	5	5	5	5	5	5	5	55	5	5	5	5	5	20	5	5	5	5	15	5									
13	Lucky	Laki-laki	veksi Mary	0-5 th	Karyawan	<3jt	S1	5	5	5	5	5	5	5	5	3	5	53	4.8	5	5	5	5	5	5	5	5	5	4	5	54	5	4	4	4	3	15	3.8	3	3	3	9	3								
14	nnny Hinda	Laki-laki	veksi Mary	0-5 th	Karyawan	3jt-5jt	SMA/SMK	5	5	5	5	5	5	5	5	5	1	5	51	4.6	1	1	1	1	1	1	1	1	1	1	11	1	3	3	3	3	12	3	3	3	3	9	3								
15		Perempuan	veksi Mary	0-5 th	Karyawan	3jt-5jt	S1	5	5	5	5	5	5	5	5	3	3	51	4.6	5	5	4	5	5	4	3	4	3	3	46	4	4	4	3	3	14	3.5	3	3	3	9	3									
16	Eka Kastia	Perempuan	bel Intern	>10 th	Karyawan	5jt-10jt	S1	4	4	4	4	5	5	5	5	4	4	4	48	4.4	1	1	1	1	2	2	2	3	1	1	1	16	1	4	3	3	4	14	3.5	4	4	4	12	4							
17	Noorhayat	Perempuan	bel Intern	>10 th	Karyawan	3jt-5jt	S1	4	4	3	4	4	5	4	4	5	5	45	4.1	1	1	1	2	2	3	3	2	1	1	18	2	3	4	4	4	15	3.8	5	5	5	15	5									
18		Laki-laki	bel Intern	>10 th	Manajer	>10jt	S1	5	5	5	5	5	5	5	5	5	5	55	5	5	5	5	3	5	3	3	3	3	3	45	4	5	5	5	5	20	5	5	5	5	15	5									
19	Rikha K	Perempuan	sia Steel T	0-5 th	Karyawan	3jt-5jt	S1	4	4	4	4	4	4	4	4	3	4	43	3.9	2	1	1	1	1	1	1	1	1	1	2	13	1	3	4	4	4	15	3.8	4	4	4	12	4								
20		Laki-laki	sia Steel T	5-10 th	Karyawan	5jt-10jt	S1	5	5	5	5	1	5	5	1	1	1	39	3.5	4	1	4	4	4	1	4	4	1	1	1	29	3	4	3	4	3	14	3.5	3	2	3	8	2.7								
21		Laki-laki	sia Steel T	>10 th	Manajer	>10jt	S1	5	5	5	5	5	5	5	5	5	5	55	5	5	5	5	5	5	5	5	5	5	5	5	55	5	5	5	5	5	20	5	5	5	5	15	5								
22		Perempuan	tasari Prar	0-5 th	Manajer	5jt-10jt	S1	5	5	5	5	5	5	5	5	5	5	55	5	1	2	2	1	1	1	1	1	1	1	1	13	1	5	5	5	5	20	5	5	5	5	15	5								
23		Perempuan	tasari Prar	0-5 th	Karyawan	3jt-5jt	S1	5	5	1	1	5	1	5	1	1	1	27	2.5	5	1	1	1	3	1	3	1	1	1	1	1	19	2	4	3	4	4	15	3.8	4	4	3	11	3.7							
24		Perempuan	tasari Prar	0-5 th	Karyawan	3jt-5jt	S1	5	5	5	1	5	1	5	1	5	5	39	3.5	5	1	4	1	4	1	4	1	1	5	5	32	3	5	5	5	5	20	5	5	5	5	15	5								
25	Hendro P	Laki-laki	T. Rehoba	5-10 th	Karyawan	<3jt	S1	3	3	3	2	3	2	3	3	3	3	31	2.8	2	2	2	2	2	2	2	2	2	2	2	22	2	3	3	3	3	12	3	3	3	3	9	3								
26	Retno	Perempuan	T. Rehoba	>10 th	Karyawan	<3jt	SMA/SMK	4	4	4	4	4	4	4	4	4	4	44	4	2	2	2	2	2	2	2	2	2	2	2	22	2	4	4	4	4	16	4	4	4	4	12	4								
27		Perempuan	T. Rehoba	>10 th	Karyawan	<3jt	SMA/SMK	4	4	4	4	4	4	4	4	4	4	44	4	2	2	2	2	2	2	2	2	2	2	2	22	2	4	4	4	4	16	4	4	4	4	12	4								
28	any Ekowa	Perempuan	Sumber T	>10 th	Karyawan	5jt-10jt	SMA/SMK	5	5	5	5	5	5	4	4	4	5	5	52	4.7	1	1	1	1	1	1	1	1	1	1	1	11	1	4	4	4	4	16	4	4	4	4	12	4							
29		Laki-laki	Sumber T	0-5 th	Karyawan	5jt-10jt	S1	3	3	4	4	4	4	4	4	5	4	42	3.8	5	4	4	4	5	5	5	5	5	5	4	51	5	3	3	3	3	12	3	3	3	3	9	3								
30	lin	Perempuan	Sumber T	>10 th	Karyawan	3jt-5jt	SMA/SMK	4	4	4	4	4	4	4	4	4	4	44	4	1	1	1	1	1	1	1	1	1	1	1	1	11	1	3	3	3	3	12	3	3	3	3	9	3							
31	Lin	Perempuan	ha Mekar I	>10 th	Karyawan	3jt-5jt	SMA/SMK	4	4	4	4	4	4	4	4	4	4	44	4	1	1	1	1	1	1	1	1	1	1	1	1	11	1	3	3	3	3	12	3	3	3	3	9	3							
32	Abdul Mali	Laki-laki	ha Mekar I	5-10 th	Manajer	<3jt	S2	4	4	4	4	4	4	4	4	2	2	40	3.6	1	1	1	1	1	1	1	1	1	1	1	11	1	4	4	4	4	16	4	4	4	4	12	4								
33	esia Frans	Perempuan	ha Mekar I	0-5 th	Karyawan	3jt-5jt	S1	4	4	4	4	4	4	4	4	4	4	44	4	1	1	1	1	1	1	1	1	1	1	1	11	1	4	4	4	4	16	4	4	4	4	12	4								
34	Idya Lukit	Perempuan	c Brass Inc	>10 th	Manajer	3jt-5jt	SMA/SMK	4	4	4	4	4	4	4	4	4	4	44	4	1	1	1	1	1	1	1	1	1	1	1	11	1	4	4	4	4	16	4	4	4	4	12	4								
35		Perempuan	c Brass Inc	>10 th	Manajer	>10jt	S1	4	3	2	2	2	4	2	2	2	4	2	29	2.6	5	4	3	4	4	4	4	5	3	4	3	43	4	4	4	4	4	16	4	4	4	4	12	4							
36		Perempuan	c Brass Inc	>10 th	Manajer	>10jt	SMA/SMK	5	5	5	5	5	5	5	5																																				

57		Perempuan	resh Indo	5-10 th	Karyawan	5jt-10jt	S1	5	5	5	1	5	2	1	5	3	2	3	37	3.4	5	5	5	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
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Lampiran 3. Gambaran Umum Responden

JK

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	51	48.6	48.6	48.6
	Perempuan	54	51.4	51.4	100.0
	Total	105	100.0	100.0	

Lama Bekerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	>10 th	26	24.8	24.8	24.8
	0-5 th	44	41.9	41.9	66.7
	5-10 th	35	33.3	33.3	100.0
	Total	105	100.0	100.0	

Jabatan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Karyawan	79	75.2	75.2	75.2
	Manajer	26	24.8	24.8	100.0
	Total	105	100.0	100.0	

Penghasilan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	<3jt	14	13.3	13.3	13.3
	>10jt	7	6.7	6.7	20.0
	3jt-5jt	55	52.4	52.4	72.4
	5jt-10jt	29	27.6	27.6	100.0
	Total	105	100.0	100.0	

Level Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S1	82	78.1	78.1	78.1
	S2	3	2.9	2.9	81.0
	SMA/SMK	20	19.0	19.0	100.0
	Total	105	100.0	100.0	

Lampiran 4. Hasil Uji Validitas Pengukuran Kinerja Subjektif

Correlations

		PENGUKURAN KINERJA SUBJEKTIF	PK S2	PK S3	PK S4	PK S5	PK S6	PK S7	PK S8	PK S9	PKS 10	PKS 11	SUM PKS
PENGUKURAN KINERJA SUBJEKTIF	Pearson Correlation	1	.645**	.636**	.638*	.633**	.639**	.640**	.642**	.646**	.648**	.648**	.648**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	105	105	105	105	105	105	105	105	105	105	105	105
PKS2	Pearson Correlation	.645**	1	.636**	.638*	.633**	.639**	.640**	.642**	.646**	.648**	.648**	.648**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	105	105	105	105	105	105	105	105	105	105	105	105
PKS3	Pearson Correlation	.590**	.636**	1	.638*	.633**	.639**	.640**	.642**	.646**	.648**	.648**	.648**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	105	105	105	105	105	105	105	105	105	105	105	105

	Sig. (2-tailed)	.000	.000	.019	.000	.000	.013	.000	.000	.055	.000	.000
	N	105	105	105	105	105	105	105	105	105	105	105
PKS4	Pearson Correlation	.219*	.163	.228*	.224*	.365**	.685**	.575**	.495**	.342**	.245*	.647**
	Sig. (2-tailed)	.025	.098	.019	.022	.000	.000	.000	.000	.000	.012	.000
	N	105	105	105	105	105	105	105	105	105	105	105
PKS5	Pearson Correlation	.357**	.433**	.412**	.224*	.270**	.305**	.280**	.228*	.132	.232*	.495**
	Sig. (2-tailed)	.000	.000	.000	.022	.000	.000	.000	.019	.180	.017	.000
	N	105	105	105	105	105	105	105	105	105	105	105
PKS6	Pearson Correlation	.335**	.509**	.506**	.365**	.270**	.383**	.640**	.664**	.344**	.582**	.769**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	105	105	105	105	105	105	105	105	105	105	105
PKS7	Pearson Correlation	.285**	.300**	.240*	.685**	.305**	.383**	.556**	.459**	.371**	.333**	.691**
	Sig. (2-tailed)	.003	.002	.013	.000	.000	.000	.000	.000	.000	.001	.000
	N	105	105	105	105	105	105	105	105	105	105	105

PKS8	Pearson Correlation	.406**	.392**	.427**	.575**	.280**	.640**	.556**	1	.604**	.231*	.305**	.751**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.018	.002	.000
	N	105	105	105	105	105	105	105	105	105	105	105	105
PKS9	Pearson Correlation	.320**	.526**	.587**	.495**	.228*	.664**	.459**	.604**	1	.334**	.724**	.815**
	Sig. (2-tailed)	.001	.000	.000	.000	.019	.000	.000	.000		.000	.000	.000
	N	105	105	105	105	105	105	105	105	105	105	105	105
PKS10	Pearson Correlation	.223*	.119	.188	.342**	.132	.344**	.371**	.231*	.334**	1	.365**	.515**
	Sig. (2-tailed)	.022	.226	.055	.000	.180	.000	.000	.018	.000		.000	.000
	N	105	105	105	105	105	105	105	105	105	105	105	105
PKS11	Pearson Correlation	.189	.484**	.528**	.245*	.232*	.582**	.333**	.305**	.724**	.365**	1	.678**
	Sig. (2-tailed)	.054	.000	.000	.012	.017	.000	.000	.000	.000	.000		.000
	N	105	105	105	105	105	105	105	105	105	105	105	105
SUMPKS	Pearson Correlation	.594**	.678**	.703**	.647**	.495**	.769**	.691**	.751**	.815**	.515**	.678**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N		0	0	0	0	0	0	0	0	0	0	

N	105	10 5	10 5	10 5	10 5	10 5	10 5	10 5	10 5	105	105	105
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** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Lampiran 5. Hasil Uji Validitas Target Bonus

Correlations												
	TARGET BONUS	TB2	TB3	TB4	TB5	TB6	TB7	TB8	TB9	TB10	TB11	SUMTB
TARGET BONUS	1	.764**	.803**	.704**	.846**	.786**	.774**	.737**	.748**	.679**	.746**	.865**
Pearson Correlation												
Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
N	105	105	105	105	105	105	105	105	105	105	105	105
TB2	.764**	1	.846**	.771**	.759**	.860**	.725**	.751**	.860**	.725**	.823**	.896**
Pearson Correlation												
Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
N	105	105	105	105	105	105	105	105	105	105	105	105
TB3	.803**	.846**	1	.799**	.767**	.836**	.804**	.778**	.854**	.809**	.841**	.921**
Pearson Correlation												
Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
N	105	105	105	105	105	105	105	105	105	105	105	105
TB4	.704**	.771**	.799**	1	.728**	.806**	.907**	.862**	.817**	.753**	.722**	.893**
Pearson Correlation												
Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
N	105	105	105	105	105	105	105	105	105	105	105	105

TB5	Pearson Correlati on Sig. (2- tailed) N	.846** .000 105	.759** .000 105	.767** .000 105	.728** .000 105	1 .000 105	.792** .000 105	.778** .000 105	.780** .000 105	.752** .000 105	.794** .000 105	.760** .000 105	.880** .000 105
TB6	Pearson Correlati on Sig. (2- tailed) N	.786** .000 105	.860** .000 105	.836** .000 105	.806** .000 105	.792** .000 105	1 .000 105	.844** .000 105	.873** .000 105	.915** .000 105	.735** .000 105	.852** .000 105	.937** .000 105
TB7	Pearson Correlati on Sig. (2- tailed) N	.774** .000 105	.725** .000 105	.804** .000 105	.907** .000 105	.778** .000 105	.844** .000 105	1 .000 105	.905** .000 105	.834** .000 105	.759** .000 105	.780** .000 105	.917** .000 105
TB8	Pearson Correlati on Sig. (2- tailed) N	.737** .000 105	.751** .000 105	.778** .000 105	.862** .000 105	.780** .000 105	.873** .000 105	.905** .000 105	1 .000 105	.870** .000 105	.722** .000 105	.793** .000 105	.914** .000 105
TB9	Pearson Correlati on Sig. (2- tailed) N	.748** .000 105	.860** .000 105	.854** .000 105	.817** .000 105	.752** .000 105	.915** .000 105	.834** .000 105	.870** .000 105	1 .000 105	.778** .000 105	.885** .000 105	.939** .000 105
TB10	Pearson Correlati on Sig. (2- tailed) N	.679** .000 105	.725** .000 105	.809** .000 105	.753** .000 105	.794** .000 105	.735** .000 105	.759** .000 105	.722** .000 105	.778** .000 105	1 .000 105	.796** .000 105	.861** .000 105
TB11	Pearson Correlati on	.746** .000 105	.823** .000 105	.841** .000 105	.722** .000 105	.760** .000 105	.852** .000 105	.780** .000 105	.793** .000 105	.885** .000 105	.796** .000 105	1 .000 105	.907** .000 105

	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	105	105	105	105	105	105	105	105	105	105	105	105
SUMTB	Pearson Correlation	.865**	.896**	.921**	.893**	.880**	.937**	.917**	.914**	.939**	.861**	.907**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	105	105	105	105	105	105	105	105	105	105	105	105

** . Correlation is significant at the 0.01 level (2-tailed).

Lampiran 6. Hasil Uji Validitas Keadilan Prosedural

		Correlations				
		KEADILAN PROSEDURAL	KP2	KP3	KP4	SUMKP
KEADILAN PROSEDURAL	Pearson Correlation	1	.488**	.676**	.670**	.815**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	105	105	105	105	105
KP2	Pearson Correlation	.488**	1	.562**	.649**	.810**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	105	105	105	105	105
KP3	Pearson Correlation	.676**	.562**	1	.773**	.879**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	105	105	105	105	105
KP4	Pearson Correlation	.670**	.649**	.773**	1	.906**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	105	105	105	105	105
SUMKP	Pearson Correlation	.815**	.810**	.879**	.906**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	105	105	105	105	105

** . Correlation is significant at the 0.01 level (2-tailed).

Lampiran 7. Hasil Uji Validitas Keadilan Distributif

		Correlations			
		KEADILAN DISTRIBUTIF	KD2	KD3	SUMKD
KEADILAN DISTRIBUTIF	Pearson Correlation	1	.772**	.769**	.922**
	Sig. (2-tailed)		.000	.000	.000
	N	105	105	105	105
KD2	Pearson Correlation	.772**	1	.737**	.910**
	Sig. (2-tailed)	.000		.000	.000
	N	105	105	105	105
KD3	Pearson Correlation	.769**	.737**	1	.916**
	Sig. (2-tailed)	.000	.000		.000
	N	105	105	105	105
SUMKD	Pearson Correlation	.922**	.910**	.916**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	105	105	105	105

** . Correlation is significant at the 0.01 level (2-tailed).

Lampiran 8. Uji Reliabilitas

Pengukuran Kinerja Subjektif

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.875	.876	11

Target Bonus

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items

.977	.977	11
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Keadilan Prosedural

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.871	.875	4

Keadilan Distributif

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.904	.904	3

Lampiran 9. Statistik Deskriptif

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
AVGPKS	105	2	5	3.72	.773
AVGTB	105	1	5	3.05	1.460
AVGKP	105	3	5	4.00	.597
AVGKD	105	2	5	4.02	.663
Valid N (listwise)	105				

Lampiran 10. Compare Mean

a. Jenis Kelamin

Group Statistics

	G	N	Mean	Std. Deviation	Std. Error Mean
AVGPKS	1.00	54	3.74	.828	.113
	2.00	51	3.78	.856	.120

AVGTB	1.00	54	2.91	1.545	.210
	2.00	51	3.22	1.404	.197
AVDKP	1.00	54	3.96	.535	.073
	2.00	51	4.04	.660	.092
AVGKD	1.00	54	4.07	.584	.079
	2.00	51	3.97	.740	.104

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
AVGPK S	Equal variances assumed	.276	.601	-.265	103	.791	-.044	.164	-.370	.282
	Equal variances not assumed			-.265	102.166	.792	-.044	.165	-.370	.283
AVGTB	Equal variances assumed	2.324	.130	-1.068	103	.288	-.308	.289	-.881	.264
	Equal variances not assumed			-1.071	102.854	.287	-.308	.288	-.879	.263

AVDKP	Equal variances assumed	2.306	.132	-.652	103	.516	-.076	.117	-.308	.156
	Equal variances not assumed			-.648	96.311	.519	-.076	.118	-.310	.157
AVGKD	Equal variances assumed	2.350	.128	.775	103	.440	.101	.130	-.157	.358
	Equal variances not assumed			.770	95.087	.443	.101	.131	-.159	.360

b. Jabatan

Group Statistics					
	Jabatan	N	Mean	Std. Deviation	Std. Error Mean
AVGPKS	Manajer	26	3.96	.871	.171
	Karyawan	79	3.70	.822	.092
AVGTB	Manajer	26	3.38	1.359	.266
	Karyawan	79	2.95	1.510	.170
AVDKP	Manajer	26	4.23	.533	.105
	Karyawan	79	3.92	.601	.068
AVGKD	Manajer	26	4.23	.652	.128
	Karyawan	79	3.95	.656	.074

Independent Samples Test	
Levene's Test for Equality of Variances	t-test for Equality of Means

		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
AVGPK S	Equal variances assumed	.000	.985	1.407	103	.162	.265	.189	-.109	.639
	Equal variances not assumed			1.366	40.689	.179	.265	.194	-.127	.658
AVGTB	Equal variances assumed	1.310	.255	1.306	103	.195	.435	.333	-.226	1.096
	Equal variances not assumed			1.377	46.961	.175	.435	.316	-.200	1.071
AVDKP	Equal variances assumed	.096	.758	2.318	103	.022	.307	.132	.044	.569
	Equal variances not assumed			2.462	47.581	.017	.307	.125	.056	.557
AVGKD	Equal variances assumed	.330	.567	1.900	103	.060	.281	.148	-.012	.575
	Equal variances not assumed			1.907	42.933	.063	.281	.148	-.016	.579

c. Lama Bekerja

Descriptives

		N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
						Lower Bound	Upper Bound		
AVGPKS	1.00	44	3.64	.892	.134	3.37	3.91	2	5
	2.00	35	3.91	.658	.111	3.69	4.14	3	5
	3.00	26	3.77	.951	.187	3.39	4.15	2	5
	Total	105	3.76	.838	.082	3.60	3.92	2	5
AVGTB	1.00	44	2.73	1.436	.217	2.29	3.16	1	5
	2.00	35	3.66	1.282	.217	3.22	4.10	1	5
	3.00	26	2.81	1.600	.314	2.16	3.45	1	5
	Total	105	3.06	1.480	.144	2.77	3.34	1	5
AVDKP	1.00	44	3.93	.602	.091	3.74	4.11	3	5
	2.00	35	4.07	.611	.103	3.86	4.28	3	5
	3.00	26	4.03	.580	.114	3.79	4.26	3	5
	Total	105	4.00	.597	.058	3.88	4.12	3	5
AVGKD	1.00	44	3.97	.618	.093	3.78	4.16	3	5
	2.00	35	4.06	.698	.118	3.82	4.30	2	5
	3.00	26	4.05	.710	.139	3.76	4.34	3	5
	Total	105	4.02	.663	.065	3.89	4.15	2	5

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
AVGPKS	Between Groups	1.508	2	.754	1.075	.345
	Within Groups	71.540	102	.701		
	Total	73.048	104			
AVGTB	Between Groups	19.006	2	9.503	4.646	.012
	Within Groups	208.651	102	2.046		
	Total	227.657	104			
AVDKP	Between Groups	.440	2	.220	.612	.544
	Within Groups	36.685	102	.360		
	Total	37.125	104			
AVGKD	Between Groups	.185	2	.092	.207	.813

Within Groups	45.555	102	.447		
Total	45.740	104			

d. Level Pendidikan

Descriptives

		N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
						Lower Bound	Upper Bound		
AVGPKS	1.00	20	3.80	.951	.213	3.35	4.25	2	5
	2.00	82	3.73	.817	.090	3.55	3.91	2	5
	3.00	3	4.33	.577	.333	2.90	5.77	4	5
	Total	105	3.76	.838	.082	3.60	3.92	2	5
AVGTB	1.00	20	2.45	1.432	.320	1.78	3.12	1	5
	2.00	82	3.20	1.452	.160	2.88	3.51	1	5
	3.00	3	3.33	2.082	1.202	-1.84	8.50	1	5
	Total	105	3.06	1.480	.144	2.77	3.34	1	5
AVDKP	1.00	20	3.90	.625	.140	3.61	4.19	3	5
	2.00	82	4.01	.592	.065	3.88	4.14	3	5
	3.00	3	4.42	.520	.300	3.12	5.71	4	5
	Total	105	4.00	.597	.058	3.88	4.12	3	5
AVGKD	1.00	20	4.03	.648	.145	3.73	4.34	3	5
	2.00	82	4.00	.673	.074	3.85	4.15	2	5
	3.00	3	4.44	.509	.294	3.18	5.71	4	5
	Total	105	4.02	.663	.065	3.89	4.15	2	5

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
AVGPKS	Between Groups	1.083	2	.542	.768	.467
	Within Groups	71.964	102	.706		
	Total	73.048	104			
AVGTB	Between Groups	9.162	2	4.581	2.139	.123
	Within Groups	218.495	102	2.142		
	Total	227.657	104			

AVDKP	Between Groups	.728	2	.364	1.020	.364
	Within Groups	36.397	102	.357		
	Total	37.125	104			
AVGKD	Between Groups	.577	2	.288	.651	.524
	Within Groups	45.163	102	.443		
	Total	45.740	104			

e. Penghasilan

Descriptives									
		N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
						Lower Bound	Upper Bound		
AVGPKS	1.00	14	3.71	.726	.194	3.29	4.13	3	5
	2.00	55	3.67	.840	.113	3.45	3.90	2	5
	3.00	29	3.86	.789	.147	3.56	4.16	2	5
	4.00	7	4.14	1.215	.459	3.02	5.27	2	5
	Total	105	3.76	.838	.082	3.60	3.92	2	5
AVGTB	1.00	14	2.57	1.453	.388	1.73	3.41	1	5
	2.00	55	2.87	1.466	.198	2.48	3.27	1	5
	3.00	29	3.48	1.479	.275	2.92	4.05	1	5
	4.00	7	3.71	1.254	.474	2.55	4.87	2	5
	Total	105	3.06	1.480	.144	2.77	3.34	1	5
AVDKP	1.00	14	3.84	.496	.133	3.55	4.13	3	5
	2.00	55	3.93	.596	.080	3.77	4.09	3	5
	3.00	29	4.06	.596	.111	3.83	4.29	3	5
	4.00	7	4.61	.497	.188	4.15	5.07	4	5
	Total	105	4.00	.597	.058	3.88	4.12	3	5
AVGKD	1.00	14	3.88	.549	.147	3.56	4.20	3	5
	2.00	55	3.97	.658	.089	3.79	4.15	2	5
	3.00	29	4.05	.706	.131	3.78	4.31	3	5
	4.00	7	4.57	.568	.215	4.05	5.10	4	5
	Total	105	4.02	.663	.065	3.89	4.15	2	5

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
AVGPKS	Between Groups	1.776	3	.592	.839	.476
	Within Groups	71.272	101	.706		
	Total	73.048	104			
AVGTB	Between Groups	13.450	3	4.483	2.114	.103
	Within Groups	214.208	101	2.121		
	Total	227.657	104			
AVDKP	Between Groups	3.303	3	1.101	3.288	.024
	Within Groups	33.822	101	.335		
	Total	37.125	104			
AVGKD	Between Groups	2.558	3	.853	1.994	.120
	Within Groups	43.182	101	.428		
	Total	45.740	104			

Lampiran 11. Uji Normalitas

a. Keadilan Prosedural

One-Sample Kolmogorov-Smirnov Test

		Standardized Residual
N		105
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	.99033794
Most Extreme Differences	Absolute	.079
	Positive	.079
	Negative	-.054
Test Statistic		.079
Asymp. Sig. (2-tailed)		.101 ^c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Keadilan Distributif

One-Sample Kolmogorov-Smirnov Test

		Standardized Residual
N		105
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	.99033794
Most Extreme Differences	Absolute	.130
	Positive	.102
	Negative	-.130
Test Statistic		.130
Asymp. Sig. (2-tailed)		.000 ^c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Lampiran 11a. Pengulangan Uji Normalitas

Keadilan Prosedural

One-Sample Kolmogorov-Smirnov Test

		Standardized Residual
N		95
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	.98930451
Most Extreme Differences	Absolute	.070
	Positive	.049
	Negative	-.070
Test Statistic		.070
Asymp. Sig. (2-tailed)		.200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Keadilan Distributif

One-Sample Kolmogorov-Smirnov Test

		Standardized Residual
N		95

Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	.98930451
Most Extreme Differences	Absolute	.085
	Positive	.068
	Negative	-.085
Test Statistic		.085
Asymp. Sig. (2-tailed)		.088 ^c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Lampiran 12. Uji Heteroskedastisitas

Keadilan Prosedural

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	
		B	Std. Error	Beta	
1	(Constant)	.250	.149		1.678
	AVGPKS	.045	.040	.121	1.133
	AVGTB	-.023	.020	-.118	-1.112

a. Dependent Variable: ABS_RES1

Keadilan Distributif

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	
		B	Std. Error	Beta	
1	(Constant)	.203	.162		1.253
	AVGPKS	.044	.043	.110	1.032
	AVGTB	-.005	.022	-.024	-.227

a. Dependent Variable: ABS_RES3

Lampiran 13. Uji Multikolinearitas

Keadilan Prosedural

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	2.318	.241		9.623	.000		
AVGPKS	.346	.064	.460	5.414	.000	.940	1.064
AVGTB	.119	.033	.308	3.622	.000	.940	1.064

a. Dependent Variable: AVGKP

Keadilan Distributif

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	2.533	.251		10.083	.000		
AVGPKS	.308	.067	.411	4.624	.000	.940	1.064
AVGTB	.115	.034	.297	3.342	.001	.940	1.064

a. Dependent Variable: AVGKD

Lampiran 14. Uji Hipotesis

Hipotesis 1

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	2.681	.260		10.299	.000
AVGPKS	.363	.068	.484	5.330	.000

a. Dependent Variable: AVGKD

Hipotesis 2

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	2.473	.252		9.811	.000
AVGPKS	.403	.066	.535	6.114	.000

a. Dependent Variable: AVGKP

Hipotesis 3

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	3.569	.125		28.474	.000
AVGTB	.154	.037	.398	4.180	.000

a. Dependent Variable: AVGKD

Hipotesis 4

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	3.482	.124		28.003	.000
AVGTB	.163	.036	.420	4.469	.000

a. Dependent Variable: AVGKP



6.08% PLAGIARISM
APPROXIMATELY

0.12% IN QUOTES

Report #10758358

BAB I PENDAHULUAN 1.1 Latar Belakang Bonus tahunan diberikan perusahaan kepada karyawan dengan tujuan untuk memicu karyawan dalam mencapai target yang ditetapkan perusahaan. Karyawan dituntut untuk memberikan kemampuannya secara maksimal agar tugas maupun target yang diberikan oleh perusahaan segera dapat diselesaikan dengan baik. Bonus tahunan diberikan berdasarkan persentase dari gaji pokok yang diterima oleh karyawan. Disini manager memberikan kontribusi yang besar dengan memberikan tugas kepada bawahannya. Pemberian bonus tahunan ini sendiri biasanya dilakukan karena perusahaan mendapatkan keuntungan atau laba yang lebih pada tahun tersebut. Dalam penjualan yang dilakukan oleh perusahaan, para manager dan karyawan sudah bekerja keras dalam bekerja sehingga ada keuntungan lebih yang didapat oleh perusahaan. Sehingga dapat dibagikan kepada para karyawannya. Pemberian bonus tahunan diharapkan bisa memotivasi para karyawan dalam bekerja, agar target bisa tercapai dan hasil sebisa mungkin dapat melebihi target yang sudah ditetapkan. Pembagian bonus tahunan yang diberikan oleh perusahaan pada penelitian ini didasarkan pada persepsi keadilan dimana persepsi keadilan ini dinilai berdasarkan kepada pengorbanan atau dengan kata lain kerja keras dari karyawan dalam menyelesaikan suatu misi target akan